



DATE: May 20, 2021

FROM: Neumiia Duncan-Reed, Director of Human Resources & Community Affairs
Katrina Dorsey, Community Affairs Manager

RE: Allegiant Stadium - Operations
Community Benefits Plan Memorandum

ASM Global is fully committed to carry out the intent of the Community Benefits Plan (CBP) with a goal to exceed expectations through the promotion of the greatest possible participation by all segments of the local community in the economic opportunities available in connection with the operation of Allegiant Stadium.

To lend additional transparency to this effort, ASM has recently finalized mandatory reporting templates to track contractors' CBP data related to local, SB1, and WMBE subcontractor participation, minority and female workforce inclusion, WMBE mentorship and internship activity, and technical assistance programming. ASM expects to share preliminary metrics at the next Las Vegas Stadium Authority Board Meeting.

A sampling of recent actions since the prior January 21, 2020 update are as follows:

Supplier Diversity: Local Small and WMBE Participation (3.1)

- Continuing efforts to recruit, engage, and respond to small businesses that desire to partner with Allegiant Stadium, remains a top priority. Approximately 700 businesses have been contacted in 2021 by phone as a part of ASM's small and diverse business outreach campaign, resulting in a 24% increase in local business registration since the beginning of this year. Internal verification efforts related to active diversity certification and SB1 compliance are ongoing.
- To support community engagement, ASM continues to cultivate meaningful partnerships with local community entities. We are grateful for the regional support and recent highlights of ASM's vendor registration initiatives within the Vegas Chamber and Las Vegas Convention and Visitors Authority media releases.
- ASM successfully presented the "Gridiron Pitch", a local small vendor event, hosted on March 11th and 12th, 2021. The event matched roughly three dozen operations-based, local, small, and diverse businesses with department leads who had identified upcoming procurement needs. More than 30% of participating businesses were directly engaged by staff post-event. Based on initial success, a subset of vendors are being invited back to the stadium for additional exposure as part of ASM's ongoing "Supplier Engagement Series".
- All operations-based vendors interested in doing business with ASM Global and/or participating in targeted events should register by selecting "Supplier Registration Form" available at www.allegiantstadium.com/community.

Community Engagement (3.2)

- An additional 30 community organizations have been contacted since the last update. Grassroots efforts by the Community Affairs Team to spearhead community introductions, with the intention of building long-term partnerships, are ongoing and scheduled to occur throughout the year.
- Updates to the Allegiant Stadium website have been made to include a new "Community" page, highlighting community benefits-based initiatives led by ASM Global and its partners. The site also provides additional communication channels which allow the public to contact staff and submit general questions.

- Selection of ASM's Community Advisory Board (CAB) members has been finalized and bios have been provided to the LVSAB. The first Advisory Board meeting is scheduled for late May.

Workforce/Business Diversity (3.3)

- Given limited operation, Allegiant Stadium has supported only a small fraction of work hours compared to a typical event season. However, prime contractors overseeing facility maintenance, parking, as well as event security and event guest services have provided Women/Minority workforce participation data for the 2020 Las Vegas Raiders season, exceeding the community benefits expectation by 25%. Similar metrics are expected to be finalized by all partners across all sectors of the stadium and will support summary workforce participation reports for future quarterly memorandums.
- ASM Global is participating as an active partner in Gameday Hiring activities which intend to recruit as many as 2,200 part-time positions for the 2021 season. A diverse recruitment strategy has been activated with requests for input by CBP Oversight Committee Members and community representatives.
- Members of the public interested in viewing current job opportunities should visit: www.allegiantstadium.com/careers.

Career Development: Mentoring/Technical Assistance/Internships (3.4)

- Meetings have been scheduled with several education-based entities to explore future programming, including tours of community-based facilities by Allegiant Stadium staff.
- The Community Advisory Board intends to meet in the second quarter to review internal and stadium partner internship programs that will support community-based career development activities and programs. A summary of activities will be included in future memorandums.